

Promotion Year 2025 Canned Comments – Medical Services O-5 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	57.1%
P05	Strength: Billet level exceeds current rank	43.2%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	42.1%
P05	Strength: Strong ROS	41.5%
P05	Strength: COERs	38.9%
P05	Suggestion: Leadership roles in PHS activities, not just membership	34.7%
P05	Suggestion: Show impact of PHS activities	34.4%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	31.9%
P05	Suggestion: Progression to meet Awards benchmark	31.4%
P05	Strength: Upward career trajectory	30.1%
P05	Suggestion: Need more recent awards.	26.6%
P05	Suggestion: Pursue PHS activities	24.1%
P05	Suggestion: Public health training & experience	23.3%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	22.8%
P05	Suggestion: Presentations and Outreach	22.8%
P05	Strength: Leadership activities	21.8%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	21.8%
P05	Strength: Collateral duties (i.e., regional and national)	21.6%
P05	Strength: Awards	19.7%
P05	Suggestion: Professional organization leadership or activities	18.3%
P05	Suggestion: Seek mentorship	18.0%
P05	Strength: Deployment activities	17.0%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	16.9%
P05	Suggestion: Mentoring activities	16.4%
P05	Suggestion: Recruitment activities	16.1%
P05	Strength: Continuing Education beyond level expected for benchmark	16.0%
P05	Strength: Presentations and Outreach	14.6%
P05	Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail)	13.1%
P05	Suggestion: Statements should describe impact in OS and/or CV	13.1%
P05	Strength: Public Health Training beyond level expected for benchmark	12.5%
P05	Suggestion: Pursue higher billet	11.1%

P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.7%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	10.6%
P05	Suggestion: Maintain high-performance consistent with next higher billet	10.4%
P05	Suggestion: Completion of additional degree, rather than enrollment	7.8%
P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	7.7%
P05	Suggestion: Leadership in community-based public health initiative or program	7.7%
P05	Incorrectly formatted CV	7.4%
P05	Suggestion: Career counseling	7.0%
P05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	7.0%
P05	Strength: Publications and Presentations	6.4%
P05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	5.5%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	5.1%
P05	Strength: Recruitment activities	4.9%
P05	Suggestion: More publications, other written communications, or oral presentations	4.0%
P05	Suggestion: Correct outdated CV	3.6%
P05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.4%
P05	Suggestion: COER ratings are not supported by rater comments	3.3%
P05	Missing ROS	1.5%
P05	Missing CV	1.0%
P05	Suggestion: Need more time in current billet	0.9%
P05	Suggestion: Correct poorly written OS	0.9%
P05	Missing Continuing Education Summary Sheet	0.8%
P05	Suggestion: Supporting documentation for statements	0.5%